

GEP Summary: UL

GEP Quick Facts

- Faculty of Arts, University of Ljubljana (UL FF)'s Gender Equality Plan is a basic and strategic institutional document. It seeks to improve gender equality in the institution. It was prepared in a collaborative way between GR project team, UL FF's leadership, the Quality Assurance Committee and members of departments and support services.
- UL FF team started preparing the GEP after identifying the proposed areas of intervention, which were developed following an assessment of the faculty's gender equality measures and practices, carried out in 2019.
- Afterwards, in 2019 and 2020, UL FF core group consulted with leaders of the faculty and other relevant managers and staff members about the plan to prepare the GEP.
- The GEP was put forward to the Quality Assurance Committee at UL FF, for approval. It was approved on April 28 2020 by the Committee and on May 27, 2020 it was also approved by the UL FF Senate.

Institutional context

The Faculty of Arts (FF) is the largest faculty at The University of Ljubljana (UL) and consists of 21 departments from the field of humanities and social sciences, a physical education division, and six organisational units. The faculty currently employs approximately 680 persons and has 3,245 BA students and 1,616 MA students enrolled. It has 47 accredited study programmes at the bachelor level and 77 at master's level. At the PhD level there are three interdisciplinary study programmes at the level of the University of Ljubljana, and the Faculty of Arts is a responsible coordinator for 43 study fields (Gender Studies included).

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UL FF's GEP focused on five topical areas:

1. **Establishing a sex disaggregated database and mechanisms for analysing instances of gender inequality.** The national and institutional analysis undertaken to develop the GEP highlighted the legal and contextual factors that had to be taken into account when planning and implementing an institutional GEP, and emphasised the need for an institutional sex disaggregated database as a first step towards addressing gender equality and promoting women's careers in research institutions.

2. **Including gender in research and the curricula.** UL FF will include a gender dimension within the curricula. It will also emphasise the unacceptability of gender-specific (biased) practices in the teaching process itself (e.g., gendered division of tasks and roles when working with students, gender-biased opportunities for cooperation and recognition, and the characterisation of female students as “diligent and hardworking” and male students as “smart and capable”).

3. **Gender sensitive language.** In 2018 the UL FF decided that for the next three years, the new internal acts will be written in the female grammatical sexual form. Following this time, the grammatical forms, male and female, will alternate. The Senate has also set up a special commission to deal with gender-inclusive language.

4. **Gender stereotypes, sexual harassment and discrimination.** Sexual harassment in academia can be detected at all levels between students and professors and different employees. International research shows that at-risk groups are predominantly comprised of students, younger women, women in uncertain employment positions and certain minorities. UL FF is therefore prioritising work on sexual harassment by organising talks and workshops and developing the Guidelines for the prevention of sexual and other harassment and violence.

5. **Mission statement.** The 2019 Annual Report of the Faculty of Arts at the University of Ljubljana states that one of the fundamental orientations of FF is the commitment of our teaching and research to the fundamental values of humanity, freedom, solidarity, equality, including gender equality, and justice. Against this background, gender equality at UL FF will be given its due place by being represented on UL FF's official website.

Organisational Achievements

UL FF's leadership endorsed supported and engaged with a variety of activities, such as gender equality days. Additionally, they continue to participate in the GEP workgroup meetings and tasks, which were created specifically to carry out activities listed in the GEP action plan.

Faculty leadership also participated in various project workshops and activities, in the Exploring Bias and Resistances training on October 20, 2020, in the Pairing event on March 29, 2021 and on the Leadership Panel at annual conference on November 9, 2020.